Take The Next Step In Building An Inclusive Workplace

Dr. Helen Wall
MEDICAL MEDIA

Inclusive Workplaces

Understanding Menopause, Menstruation Disorders, And Neurodivergence For A Healthier, More Productive Workplace - 1-hour Awareness Sessions, Online Training, and Half-Day Workshops

- Cut costs from absenteeism and turnover
- Boost productivity with inclusive leadership training
- Reduce risk of tribunal claims* and reputational damage

"I highly recommend Dr Wall if you would like to raise awareness of neurodivergent conditions in the workplace." - Vicky Ridge, NHS Greater Manchester

Member of:

Member of the British Menopause Society
Registered BMS Menopause Specialist

Royal College of General Practitioners

NAPS National Association for Premenstrual Syndrome

FSRH

Is your business truly inclusive? Many organisations are missing a crucial piece of the puzzle - supporting employees experiencing menopause, menstrual disorders, or living with neurodivergence. These challenges often go unseen, yet they significantly impact staff wellbeing, retention, and performance.

Why it matters

- 1 IN 10 WOMEN LEAVE THE WORKFORCE DUE TO MENOPAUSE SYMPTOMS.
- WOMEN WITH SEVERE PERIOD PAIN (PRIMARY OR SECONDARY DYSMENORRHOEA) MISS ON AVERAGE 11–18 WORK DAYS PER YEAR BECAUSE OF THEIR SYMPTOMS.
- MANY NEURODIVERGENT INDIVIDUALS MASK THEIR TRAITS TO FIT IN, LEADING TO BURNOUT AND MENTAL HEALTH DECLINE.
- A WORKPLACE THAT UNDERSTANDS AND SUPPORTS THESE CHALLENGES RETAINS TALENT AND BOOSTS MORALE.

Prevalence

15-20% of UK adults are estimated to be neurodivergent

Discrimination

Nearly 29–30% of neurodivergent employees report experiencing discrimination linked to their neurodivergence

Time Off

51% of neurodivergent employees report having taken time off work because of their neurodivergence

Get It Right

Some studies suggest that teams with neurodivergent professionals in certain roles can be up to 30% more productive

Openness

Only ~31% of women feel comfortable talking about menopause, or menstruation disorders at work

Support

About 90% of workplaces in the UK have no formal support for women experiencing menopause or menstruation disorders

Symptoms

Symptoms that affect cognitive function (e.g. "brain fog", memory, concentration), mood, fatigue are particularly disruptive at work

Tribunal Threat*

Employers often lack formal policies or support systems, even though many people say it negatively affects their working life

What you'll learn

- Increased staff retention and reduced absenteeism
- Practical adjustments managers can implement
- Building an inclusive culture that boosts morale and productivity

Don't leave your business vulnerable. Book your workplace workshop today and let's start building your success story!

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